

## HRsmart

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### [Do You Overlook Generation X?](#)

Posted by: [mhoare](#) in [Generation X](#) on Oct 27, 2008

Tammy Erickson of Harvard Business Online wrote an article titled, ["Ten Reasons Gen Xers Are Unhappy at Work"](#), which highlights how Generation X perceives "most corporate careers paths 'narrow' at the top." Today, employees of Generation X are in their 30s and 40s and are in a position to be considered as corporate leaders. However, this group is often overlooked or not offered the kind of incentives they desire in order to retain them long enough to succeed into these positions.

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### [Identifying High Performers Questionnaire](#)

Posted by: [gstrange](#) in [Workforce Planning](#), [Talent Management](#) on Jun 05, 2008

Last week I promised to give a sample questionnaire that you could use as a starting point for interviewing your high performers. Keep in mind that some of these questions may not apply to you because you may already have a system that gets at some of the underlying data these questions try to address. It's still a good idea to ask the questions because this kind of amiable chat can lead to insights that the data itself can't give you. So, even if you know the referral source for your HiPo, ask anyway, it will probably spark a discussion about the events around their recruiting experience that might give you a completely different set of questions to use.

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### [Workforce Planning: Leveraging Today for Tomorrow](#)

Posted by: [gstrange](#) in [Workforce Planning](#), [Webinar](#), [Talent Management](#) on May 22, 2008

For those of you whom attended our webinar today, we appreciate the incredible feedback and participation. We'd really like to keep the conversation going to get better insight into what you are doing today for workforce planning, what challenges you face planning your workforce strategy or executing your strategy based on your research. We encourage you to leave comments here and we'll give you our responses as we go and include them in the white paper to be released on this topic soon.

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### [When is it time to consider HR Technology?](#)

Posted by: [gstrange](#) in [Talent Management](#) on May 08, 2008

Every once in a while, we get a prospect that asks us, "How do I know I'm ready to buy HR software?" The answer is as varied as the companies that ask. Generally there are a few simple things to think about when considering buying HR software.

If your main goal is automation, take a week to record how much time of your day is spent on different tasks. For instance, watch your recruiters and try to figure out how many hours they spend sifting through their inbox and estimate how much faster it would be to have only candidate resumes to sift through instead of spam, internal communications, follow up emails AND candidate resumes. Or, watch your managers during an appraisal cycle fill out form after form with roughly the same information and try to estimate time savings if managers had one place to go and appraisals forms were pre-populated with the right competencies.

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### **HRsmart Means Configuration**

Posted by: [gstrange](#) in [Talent Management](#) on Apr 25, 2008

We haven't spoken before but you probably already know me if you've attended any conferences or done business with HRsmart. I'm Greg Strange, the Vice President of Product Management here at HRsmart. In my 4 years with HRsmart, I've watched the company grow to be a leader in total talent management, overseeing the growth in feature breadth and knowledge depth that typifies the high quality, insightful suite of tools that we produce. I'm thrilled to have this channel to communicate with you about HRsmart's products and goals as well as how they fit into the HR talent management industry and your organization.

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